

## Panama Canal Regulations

## § 251.31

Code, except for those which are specifically excepted and covered in the Special Category.

### §251.23 Manual category.

(a) Those manual-type occupational groupings that elsewhere in the Federal government are usually covered by the Federal Wage System, i.e., those that encompass the unskilled, semi-skilled, and skilled manual-labor occupations in the trades, crafts, and related employment. This category does not include those positions that are specifically excepted and placed in the special category.

(b) The PAPB shall prescribe standards for grading manual category jobs. Whenever a job-grading standard under the Federal Wage System is utilized, the PAPB shall modify it if necessary to take into account any significant differences in knowledge, skill, or responsibility requirements that are found between the job covered by the Federal Wage System standard and the Canal Area position to which it is applied.

### §251.24 Special category.

Those occupational groupings which are excepted from the Non-Manual and Manual categories, and whose bases have been traditionally or by statute evaluated, classified, and titled by reference to applicable Government or industry standards for the same or similar work.

### §251.25 Basic compensation.

(a) For employees not entitled to the differential prescribed by §251.31 or the additional remuneration prescribed by §251.32, the rates of pay shall be the base salary or wage rates prescribed by §251.13. For employees who are entitled to the differential prescribed by §251.31 or the additional remuneration prescribed by §251.32, the rates of pay shall be the base salary or wage rate plus the applicable differential or additional remuneration. The aggregate pay thus derived shall be considered basic compensation.

(b) An employee shall not be paid, except as provided in paragraph (c) of this section, basic compensation as defined in paragraph (a) of this section at a rate in excess of the rate of basic pay

payable for Level V of the Executive Schedule.

(c) The Deputy Administrator and the Chief Engineer of the Panama Canal Commission shall not be paid basic compensation as defined in paragraph (a) of this section at a rate in excess of the rate of basic pay payable for level IV of the Executive Schedule.

[56 FR 40555, Aug. 15, 1991]

### §251.31 Tropical differential.

(a) An overseas tropical differential for an employee in the category established by §251.12(b)(1) who is a United States citizen employee and who qualifies under the provisions of paragraph (b) of this section, shall be fixed by the head of each agency in an amount equal to 15 percent of the applicable base wage or salary established under §251.13.

(b) The tropical differential prescribed by paragraph (a) of this section shall be paid to each United States citizen employee who qualifies under the following rules:

(1) To be eligible, the employee must have continuously occupied a position, other than a position the rates of pay for which are fixed in accordance with rates of pay for the same or similar work performed outside the continental United States, since: (i) Recruitment or transfer by a department from a place (other than the former Canal Zone) under the jurisdiction of the United States, or (ii) Separation from the Armed Forces of the United States or from employment with a United States firm, organization, or interest under conditions which provided by contract for return transportation to a place (other than the former Canal Zone) under the jurisdiction of the United States.

(2) When the employee is married to another employee eligible for the differential prescribed by this section, the differential may be paid to one spouse only.

(3) The employee whose spouse is a member of the U.S. military service stationed in the area may be paid the differential only to the extent that the amount of the differential otherwise payable exceeds the amount of the total housing allowance (BAQ plus the